

# ANNEXURE

C

# BAVIAANS MUNICIPALITY



## EMPLOYMENT EQUITY PLAN 09 / 10

7. Comparativeness of current gender composition of personnel corpse and gender composition of the area.

See Annexure F

8. Distribution of Personnel corpse

See Annexure G

9. Analysis of issues with regards to equal appointments.

Baviaans: Gender composition

2007 Census

	<b>Baviaans 2007</b>	<b>%</b>
<b>Male</b>	7126	46.4
<b>Female</b>	8232	53.6
<b>TOTAL</b>	<b>15358</b>	<b>100</b>

5	Supervisors	<ul style="list-style-type: none"> <li>• Team leaders</li> <li>• Drivers</li> </ul>	R 60 000 p a +
6	Entry Level	<ul style="list-style-type: none"> <li>• Meter readers</li> <li>• General workers</li> <li>• Caretakers</li> <li>• Tourism officer</li> </ul>	R 50 000 p a +

POST LEVEL	COMPARISON : DEMOGRAPHIC COMPOSITION										ANNEXURE E	
	COLOURED		BLACK		WHITE						NUMBER	CURRENT % POPULATION COMPOSITION
	NUMBER	CURRENT %	POPULATION COMPOSITION	NUMBER	CURRENT % POPULATION COMPOSITION	NUMBER	CURRENT % POPULATION COMPOSITION	NUMBER	CURRENT % POPULATION COMPOSITION	NUMBER		
1	1	20%	79.24%	1	20%	13.10%	3	60%	7.57%			
2	1	20%	79.24%		0%	13.10%	4	80%	7.57%			
3	5	62.50%	79.24%	1	12.50%	13.10%	2	25%	7.50%			
4	10	55.50%	79.24%	4	22.20%	13.10%	4	22.20%	7.50%			
5	7	100%	79.24%	0	0%	13.10%	0	0%	7.50%			
6	40	85.10%	79.24%	7	14.90%	13.10%	0	0%	7.50%			
TOTAL	64	71.10%	79.24%	13	14.40%	13.10%	13	14.40%	7.50%			



## **CONCLUSIONS OF DEMOGRAPHIC COMPOSITION**

### **a) White Group**

- 1) Post Levels 5 and 6 is under represented
- 2) Post Levels 1 and especially post level 2 is over represented

### **b) Black Group**

- 1) Post Levels 2 and 5 is under represented
- 2) If Post Levels 4 and 5 were to be combined, representation would be 16%

### **c) Coloured Group**

- 1) Levels 1 and 2 are under represented
- 2) Group 5 is over represented
- 3) If Levels 4 and 5 were to be combined, representations would be 68%

### **General Conclusion**

- 1) In terms of Total Personnel corpse representation is close to ideal
- 2) In terms of Post Levels 1 and 2 the White group is over represented
- 3) In terms of Post Level 2 the Black Group is under represented

### **Conclusions of Gender Composition**

- 1) In Post Levels 1, 2, and 5 women are under represented
- 2) In Post Levels 3 and 4 women are over represented
- 3) Progress is being made with the appointment of women in Post Level 6 (21.3%)
- 4) There is still inequality in terms of the personnel corpse as a whole, although good progress is being made with the appointment of women.